



VACANCY

Applications are invited from suitably qualified candidates for the post of **Research Assistant, for a Task-Based Assignment** to work on the research project entitled “*Transforming Workplaces Through Diversity, Equity, Inclusion and Belonging (DEIB) and AI Innovation*”.

Qualifications Required

- A degree in Social Sciences/Education/Management, or any other related field.

Profile

Candidates must have:

- Research and communication skills;
- Analytical skills and adequate knowledge in the relevant field of Research;
- Experience in using qualitative data analysis software such as NVivo, or related tools would be an advantage;
- Good report writing skills.

Two work packages have been identified. The tasks under each work package, along with the respective all-inclusive allowances, are as follows:

First Work Package: Examine how thought diversity supports innovation and challenges organisational conformity, consisting of Tasks 1, 2 and 3

Task 1: Duration 1 Month, All-inclusive allowance of Rs 35,353/

- Conduct literature reviews on thought diversity, cognitive diversity, innovation, conformity, inclusive decision-making and organizational creativity;
- Assist the Research Team in preparing protocols for brainstorming sessions and qualitative data collection;
- Support the preparation of data collection tools, consent documents and briefing materials;
- Carry out documentation and report writing;
- Carry out any other cognate duties, as required, related to the research project.

Task 2: Duration 1 Month, All-inclusive allowance of Rs 35,353/

- Assist the Research Team in organising and facilitating brainstorming sessions with diverse teams from selected organisations;
- Collect qualitative data on how diverse perspectives influence idea generation, creativity, problem-solving and decision-making;
- Assist in recording, transcribing, cleaning and organising qualitative data;
- Support the assessment of innovation outcomes;
- Carry out documentation and report writing;
- Carry out any other cognate duties, as required, related to qualitative research.

Task 3: Duration 1 Month, All-inclusive allowance of Rs 35,353/

- Assist the Research Team in analysing qualitative data gathered from brainstorming sessions;
- Support thematic analysis on the role of thought diversity in encouraging innovation and challenging conformity;
- Assist in preparing a qualitative analysis report capturing how diverse perspectives contribute to innovative solutions;
- Assist in preparing a metrics-based evaluation of innovation outcomes;
- Support the drafting of research outputs, including sections of reports and possible research papers;
- Carry out any other cognate duties, as required, related to qualitative research and report writing.

Second Work Package: To develop tailored DEIB plans for participating organisations, consisting of Tasks 4, 5 and 6

Task 4: Duration 1 Month, All-inclusive allowance of Rs 35,353/

- Assist the Research Team in reviewing the quantitative and qualitative findings already collected under the project;
- Support the identification of organisational DEIB needs, gaps and priorities;
- Assist in preparing discussion guides for consultations with HR representatives, leaders, managers and other relevant stakeholders;
- Support the organisation of focus groups or individual interviews to inform the design of tailored DEIB plans;
- Carry out documentation and report writing;
- Carry out any other cognate duties, as required, related to qualitative research and DEIB planning.

Task 5: Duration 1 Month, All-inclusive allowance of Rs 35,353/

- Assist the Research Team in developing customised DEIB strategies for selected participating organisations;
- Support the preparation of implementation roadmaps with phased milestones for integrating DEIB into organisational practices;
- Support consultations with organisational representatives to refine the proposed plans and ensure practicality;
- Carry out documentation and report writing;
- Carry out any other cognate duties, as required, related to organisational DEIB planning.

Task 6: Duration 1 Month, All-inclusive allowance of Rs 35,353/

- Assist the Research Team in finalising tailored DEIB plans for participating organisations;
- Develop evaluation criteria and monitoring templates to assess the effectiveness of DEIB plans post-implementation;
- Support the preparation of practical guidelines for implementing and scaling DEIB strategies in workplace settings;
- Assist in preparing the final report for this phase of the project;

- Carry out any other cognate duties, as required, related to the research project.

Duration of Contract

Appointment will be offered for a contractual period of 6 (Six) months. The tentative starting date will be **10th June 2026**.

Mode of Application

Letter of application together with a detailed *Curriculum Vitae* and photocopies of qualifications, birth certificate, marriage certificate (if applicable), testimonials and equivalence of qualifications (where applicable) should reach the **Dean of the Faculty of Information, Communication and Digital Technologies (Attention: Associate Prof. (Dr) Sheeba Armoogum as Principal Investigator), University of Mauritius, Réduit**, OR **PREFERABLY BY** email to Principal Investigator on **s.armoogum@uom.ac.mu** and copied to Dean of Faculty on **deanfoicdt@uom.ac.mu** by **1st June 2026**, at latest.

The envelope should be clearly marked “Tasked-Based Assignment DEIB Project” on the top right hand corner. Alternatively, the email should have the subject: “Tasked-Based Assignment DEIB Project”

Applications received **after** the closing date will not be considered.

The University reserves the right:

- to call for interview only the most appropriately and best qualified applicants.
- not to make any appointment as a result of this advertisement.
- to conduct a written/aptitude test as and when required.

Dean, Faculty of Information, Communication and Digital Technologies
22/05/2026